

## Advice to the Major Transport Infrastructure Authority to pay the Director Delivery, North East Link Project above the remuneration band

Advice reference 2020/16  
Date 19 January 2021

*This advice is provided under section 37 of the Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic).*

### Details of proposal

The Major Transport Infrastructure Authority seeks advice on a proposal to pay the following executive above the maximum of the relevant remuneration band set by the Public Service Bodies (Victoria) Determination No. 01/2020:

██████████	██████████
Position	Director, Delivery, North East Link Project
Remuneration band	SES-2
Maximum of band SES-2	\$360,000
██████████	██████████
██	████
Contract period	3 years

## Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Major Transport Infrastructure Authority (**MTIA**) that it does not support paying the executive in the position of Director, Delivery, North East Link Project the total remuneration package (**TRP**) proposed.
- 2 The Tribunal advises that an appropriate TRP for the executive in this position is \$406,000.
- 3 This TRP is approximately 12.8 per cent above the maximum of the SES-2 remuneration band.
- 4 The Tribunal considers it appropriate that the executive be paid a TRP of \$406,000 which exceeds the maximum of the remuneration band for the following reasons:
  - (a) The information referenced in the submission regarding labour market pressures in the relevant industry warranting a TRP above the SES-2 remuneration band.
  - (b) It is in line with the executive's current TRP in that position.
  - (c) There does not appear to be a significant change in responsibilities in the role to warrant a TRP increase at this time, which should also be considered against the current economic and fiscal conditions in Victoria as a result of the pandemic.
  - (d) The existing relativity between the TRP of the executive and the TRPs of the executive's direct reports.
- 5 The Tribunal is intending to conduct a comprehensive review of the transport infrastructure sector in the coming months to investigate factors that may warrant paying executives in that sector a premium above the remuneration bands. The MTIA is invited to make a further submission at the completion of this review following a consideration of the Tribunal's findings.
- 6 The Tribunal notes that its advice must be sought again for a mid-contract remuneration adjustment, reappointment or a new appointment, if it is proposed to continue paying the executive above the maximum of the remuneration band.